Title: RESOLUTION URGING THE UNIVERSITY OF WASHINGTON ADMINISTRATION TO TAKE NO PUBLIC STANCE ON FACULTY UNIONIZATION THROUGHOUT THE UNIONIZATION DISCUSSION

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Resolution Number: 02.15-16

WHEREAS University of Washington faculty are discussing the prospect of forming a union; and

WHEREAS the UW administration, including in particular President Ana Mari Cauce and Provost Jerry Baldasty, has taken a anti-union stance on faculty unionization by issuing anti-union statements to the public and the faculty at large; and

WHEREAS the UW Administration has the final say in faculty appointments, reappointments, tenure, and other aspects of faculty work and therefore acts as an employer of faculty in many ways; and

WHEREAS this employer-employee type of relationship creates an unbalanced power dynamic with the administration having power over faculty; and

WHEREAS making public anti-union statements in the context of this power dynamic creates an atmosphere of intimidation that is harmful to the democratic process for faculty who wish to speak in favor of unionization (especially for those faculty with more precarious appointments such as part time faculty, adjuncts, pre-tenure professors, and lecturers); and

WHEREAS some faculty have stated that they feel intimidated by the administration’s statements; and

WHEREAS if the administration took no stance publicly on faculty unionization this would relieve some of the intimidation and allow the faculty to more effectively go through the democratic process by freeing the voices of faculty who fear retaliation by the administration; and

1 UW Faculty Forward campaign: http://www.uwfacultyforward.org/about_us
2 Statements appeared on the http://www.washington.edu/informedchoice/ website and in several email messages sent to UW faculty on the following dates in 2015: September 10, October 1, October 22, November 17
THEREFORE BE IT RESOLVED BY THE GRADUATE AND PROFESSIONAL
STUDENT SENATE OF THE UNIVERSITY OF WASHINGTON:

THAT the GPSS urges the University of Washington Administration to carefully
consider the employer-employee power dynamic between the administration and faculty;
and

THAT the GPSS urges the UW Administration to take no public stance on unionization
while the faculty go through the democratic process; and

THAT the GPSS urges the UW Administration to delete any public material they have
created (for example the Informed Choice website) which takes a stance on faculty
unionization; and

THAT the GPSS urges the UW Administration to cultivate an atmosphere that supports
free speech by all faculty on all sides of the issue of unionization, without intimidation or
fear of retaliation by any party; and

THAT copies of this resolution be sent to the UW President Ana Mari Cauce, Interim
Provost Gerald Baldesty, ASUW President Tyler Wu, Student Regent Vanessa Kritzer,
Professor Amy Hagopian, Professor Robert Wood, and Chair of the Board of Regents
William Ayer.

Presented to GPSS for approval on December 2, 2015.
Approved on